



Implementation of corporate social responsibility: The Company's systems and measures and implementation status with respect to environmental protection, community involvement, social contribution, social service, public interest, consumer interests, human rights, safety and health, and other social responsibility activities:

Assessed areas	Operating status (Note 1)			Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	<u>Yes</u>	<u>No</u>	Summary (Note 2)	
<p>I. Corporate governance implementation</p> <p>(I) Has the company established a corporate social responsibility policy or system and examine its implementation results?</p> <p>(II) Does the Company hold social responsibility educational trainings regularly?</p> <p>(III) Has the Company established a dedicated department (or have another department be responsible for related efforts) for fulfilling corporate social responsibilities, with the Board of Directors authorizing high-level managers to handle such efforts, and having relevant progress be reported to</p>	<p>✓</p> <p></p> <p>✓</p>	<p></p> <p>✓</p> <p></p>	<p>(I) The Company has established the Company's Corporate Social Responsibility Principles to guide the fulfillment of our corporate social responsibilities.</p> <p>(II) The Company does not yet provide regular educational training on corporate social responsibility.</p> <p>(III) The Company's Secretariat of the Board of Directors is the designated unit for promoting corporate social responsibility. It is responsible for the proposal and implementation of CSR policies, systems, related management guidelines, and action plans. It also reports regularly to the Board of Directors.</p>	<p>(I) No significant difference.</p> <p>(II) Education and training will be organized by the Company as necessary.</p> <p>(III) No significant difference.</p>

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<p>the Board of Directors?</p> <p>(IV) Has the Company established a reasonable salary remuneration policy, integrated the employee performance evaluation system with its CSR policy, and established an effective reward and disciplinary system?</p>	✓		<p>The Company's CSR Report task force is responsible for the overall planning, communication, and integration, as well as compiling, editing, and revising data. The Secretariat of the Board of Directors is the designated unit for promoting corporate social responsibilities. The Board of Directors secretary serves as the convener and the chairperson's secretary is responsible for implementation and integration. Members of the task force are representatives from respective departments.</p> <p>(IV) The Company has established reasonable salary and compensation policies. A clear system of rewards and penalties has been defined in the work rules, ethical corporate management principles, ethical corporate management operating procedures, and behavioral guide, and it is being implemented accordingly. Article 25-1 of the Company's Articles of Association: If the Company was profitable during the year, at least 2% of the profit shall be allocated as employee remuneration first, and no more than 2% can be allocated as remuneration for</p>	(IV) No significant difference.

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			directors and supervisors. However, an amount shall be set aside in advance to compensate for cumulative losses, if any. Employee bonuses can be paid in shares or cash. Employees at affiliated companies that satisfy certain criteria may also qualify.	
<p>II. Fostering a sustainable environment</p> <p>(I) Is the company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?</p> <p>(II) Has the company developed an appropriate environmental management system, given its distinctive characteristics?</p> <p>(III) Does the company monitor the impact of climate change on business operations, conduct greenhouse</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) The Company is actively working to increase resource utilization: E-operations, use of recycled printing paper and reducing paper consumption, waste sorting, waste reduction and recycling, kitchen scrap collection, and use of personal cutlery. These measures help to conserve the Earth's resources and protect environmental hygiene. Air-conditioning equipment is also only switched on when the indoor temperature is at 26°C or higher.</p> <p>(II) Only the Company headquarters remain in Taiwan and there are no longer any local production activities so we do not generate any hazardous impact on the environment.</p> <p>(III) The Company is gradually switching over to LED lighting in order to do our part for energy conservation and carbon</p>	<p>(I) No significant difference.</p> <p>(II) No significant difference.</p> <p>(III) No significant difference.</p>

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gas inventory, and formulate strategies for energy conservation and carbon and greenhouse gas reduction?			reduction.	
<p>III. Upholding public interests</p> <p>(I) Has the company developed its policies and procedures in accordance with laws and the International Bill of Human Rights?</p> <p>(II) Does the company have means through which employees may raise complaints? Are employee complaints being handled properly?</p> <p>(III) Does the company provide employees with a safe and healthy work environment? Are employees trained</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) Our Company's employee management regulations comply with labor laws. We also provide employees with labor/national health insurance, pension contributions and company insurance in accordance with the law to protect their rights.</p> <p>(II) Our Company has 1. Established a Sexual Harassment Prevention and Complaints Committee as required by law. 2. Employees can use the internal e-mail system to communicate directly and effectively with all managers. 3. They can also use the <Globe Union Cares for You> complaints/suggestion mailbox (gu.careyou@globeunion.com) to send feedback or suggestions.</p> <p>(III) Our Company provide a safe and healthy working environment. We also provide employees with regular</p>	<p>(I) No significant difference.</p> <p>(II) No significant difference.</p> <p>(III) No significant difference.</p>

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regularly on safety and health issues?			safety and health training. Please see Postscript 1 for more information.	
(IV) Does the company have channels to communicate with employees on a regular basis, and inform them of operational changes that may be of a significant impact?	✓		(IV) Our Company uses electronic announcements to communicate with employees in a timely manner. 2. Employee-employer meetings are regularly convened in accordance with the law. Meeting minutes are kept by HR responsible for tracking the progress of meeting resolutions. 3. A "Birthday Party" is held each month with managers invited sometimes to share their insights. The event is also used for departmental announcements and networking between employees. 4. An annual presentation is held each year with managers above the grade of vice president detailing company tasks from the previous year and the plans for the coming year.	(IV) No significant difference.
(V) Has the company implemented an effective training program that helps employees develop skills over the course of their career?	✓		(V) Our Company uses the annual "HR Evaluation Committee" to conduct objective assessments and provide employees with fair opportunities for promotion. 2. The Company also offers employees job rotation and international opportunities. Apart from prioritizing employees' personal	(V) No significant difference.

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(VI) Does the company establish any consumer protection mechanisms and complaint procedures regarding R&D, purchasing, production, operation, and service?	✓		<p>preferences, job rotations are used to support the Company's development needs. 3. The Company also provides employees with OJT and OFF-JT training that is required for them to be functional at work. Job rotations and trainings are used to accomplish the purpose of talent development.</p> <p>(VI) Our Company maintains excellent channels of communication with our customers. To protect the rights of consumers, we have appropriate rules in place for handling customer complaints. This ensures that customer complaints are taken seriously and dealt with immediately.</p>	(VI) No significant difference.
(VII) Has the company complied with laws and international standards with regards to the marketing and labeling of products and services?	✓		<p>(VII) Our Company's products are mainly intended for export. The company has advertised and labeled its goods and services according to relevant regulations and international standards.</p>	(VII) No significant difference.
(VIII) Does the company evaluate the records of suppliers' impact on the environment and society before doing business with the supplier?		✓	<p>(VIII) Our Company has rules in place for managing supplier quality. While we do not require suppliers to provide their past records, we do pay attention to their record on environmental impact and social responsibility.</p>	(VIII) No significant difference.

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(IX) Does the Company's contracts with major suppliers include a clause that states that if the supplier violates our corporate social responsibility policies, resulting in significant impacts to the environment and society, the Company retains the right to terminate the contracts at any time?		✓	(IX) This is currently not included in our Company's contracts but the relevant clauses will be added in the future.	(IX) The relevant clauses will be added to contracts in the future.
IV. Improving Information Disclosure (I) Has the company disclosed relevant and reliable information regarding its corporate social responsibility on its website and the Market Observation Post System?	✓		Our Company's provides disclosure through our corporate website and the market observation post system.	No significant difference.
V. If the Company has established the corporate social responsibility principles based on "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the principles and their implementation: Our Company has defined the "Corporate Responsibility Principles" and its operational differences are described above.				
VI. Other important information to facilitate a better understanding of the company's corporate social responsibility practices: "Society" is made up of "people" playing different roles. Our Company aims to become the most trustworthy company in the world and realize sustainable development. We therefore strive to create an exceptional working environment so that even as we win over the trust of customers, employees, suppliers, shareholders and competitors we are also fulfilling our social responsibility. The company continuously pushes for and implements environmentally friendly concepts. It supports and sponsors groups in society, such as Straits Economic & Cultural Interchange Association, Hope Media Foundation, and Taichung Processing Region Friendship Association, which was long supported by our colleagues. The yearly sponsorship amount is NT\$232 thousand. Out of respect for				

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human rights, all Company employees are treated equally regardless of gender, religion, political affiliation on employment opportunity. Our company strives to create a good working environment free from all forms of discrimination and harassment. All safety and health aspects are monitored and comply with government regulations.				
VII. If the corporate social responsibility reports have been certified by external institutions, they should state so below: The Corporate Social Responsibility Report of the Company compiled for 2017 has been validated and authenticated by the accounting firm Ernst & Young as a third party.				

Note 1: Work environment and personal protection measures: Our Company recognizes the importance of protective measures for the workplace and for individual employees. Our key targets and implementations are as follows:

Item No.	Target/Goal	Project	Current situation	Implementation
1.	Zero-accident elevator	Cargo elevators are for cargo only. Overloading is strictly prohibited. They must be maintained and serviced by qualified vendors on a regular basis.	Contracts have been signed with professional vendors for the regular maintenance and service of elevators. Elevators must pass the annual inspection to remain in service.	The heads of relevant units are informed on the spot about the prohibition against passengers in the cargo elevator and over-loading. Elevator safety and care rules are posted on the bulletin Board. All equipment used by the Company is rated the highest class among all enterprises in terms of safety and standardization.
2	Zero electrical hazards	Every electrical equipment should comply with Article 9 of the Regulations for Electrical Technician and Power Facility Inspection and Maintenance Management, And the equipment should be worked upon in compliance with Regulations for Safe	Contracts have been signed with qualified vendors to conduct electrical safety inspections of all factory circuits, power-off tests, and care are taking place each year at least once, as required.	Power circuits suspected of being overloaded are immediately reviewed for improvement. All circuit boxes are labeled with the warning "Do not open if you are not a professional circuit operator" in order to prevent electric shock hazards.

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		Electricity Usage. All electrical equipment comes with a residual current circuit breaker and earth-fault protection.		
3	Zero fire hazard	Fire prevention equipment is inspected and repaired within a specific time frame according to applicable requirements each year.	In accordance with Article 15 of the Enforcement Rules of Fire Services Act, one 4-hour firefighting, emergency notification, and evacuation training drill takes place at least once every 6 months, and the local firefighting agency is notified in advance. The fire prevention and maintenance unit services, maintains, and replaces damaged facilities on a regular basis. The Industrial Safety Group performs safety audits on a daily basis to make sure that the firefighting access, fire hydrants, and other safety equipment are normal.	Any safety concern in fire safety equipment is to be addressed in a timely manner. If it is abnormal and is determined through inspection to have been damaged, it will be taken care of and replaced immediately, and it will also be numbered for management.
4	Domestic water supply switched over to pure tap water	The pipelines have been modified so that all water requirements can be met directly by tap water. Follow national policies.	The Administration Division issued a warning that the on-site water supply is groundwater that may have been contaminated by heavy metals or other toxins; drinking it directly is strictly prohibited and it should be used carefully.	The entire plant has now switched over to tap water. Drinking water now has filtration equipment installed, and the equipment is serviced periodically.
5	Electronic access control	Apply electronic access control to prevent against unauthorized access. Follow applicable access-control requirements of the Company.	New employees are consistently given limited access. Applications for special access require approval from an associate manager, division head, or higher-ranking official. External people visiting for business must obtain a pass. Visitors must follow instructions and park their vehicles in designated areas. Related release receipts for goods leaving the site will be inspected and	Access control records are maintained. Once an employee is no longer with the Company, access is immediately revoked.

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			verified.	
6	After-hours security	Each day, the last employee to leave the site must set the security alarm to keep the Company safe. After working hours, staff may only access the site under special circumstances, and only after having explained their purpose to the security guard in order to ensure personnel and property safety.	Employees working overtime on holidays and on the weekends must first register with the General Administration Section and collect the security token. The security token must be returned on the next working day to ensure effective management. Staff to work overtime on holidays and on the weekends have to follow the overtime staff list issued by the Department of Human Resources.	If the alarm is triggered for an unknown reason, the security company or security guard on site shall find the reason and report the incidence.
7	Air-conditioning maintenance management	The chillers, fans and cooling towers undergo planned maintenance.	Chillers are regularly inspected during operation. Any problems are scheduled for correction.	The cooling towers are regularly cleaned and chlorine tabs added to prevent against legionnaire's disease and to protect against generation of high pressure on the chillers to reduce expenditure on electricity.
8	Zero-accident for power centrifuge	Design the automatic inspection checklist and ask operators to perform periodic inspections, as required.	Article 74 of the Labor Safety Facilities Regulations stipulates that the power centrifuge must come to a complete stop before any object is removed from the machine.	Items are truthfully inspected and verified, and heads of executive units are asked to provide precise guidance.
9	Zero-accident for fire-related operations	The operating unit shall inform the General Administration Section if operations likely to generate sparks are to be performed. The operating unit shall follow the Fire Operating Guide.	The General Administration needs to inspect and make sure that there is no safety concern and shall inform operators of details to pay attention to before fire operations begin, despite the fact that a fire operation has been applied for and approved.	All danger sources are to be removed from the fire operation area, and areas with falling sparks are monitored at all times. Fire extinguishers shall be available at the workplace and readily accessible. Based on the class shown on the fire operation certificate, safety measures at the operation site and time-effectiveness of the operating certificate are checked from time to time.

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10	Contractor safety and health declaration	Have contractors carefully read through the document before signing it and ask questions in advance if there is any area that is unclear to them. Reach an agreement regarding construction safety and health requirements, and confirm pre-construction protection and post-construction cleanup upon signing of a contract.	Contractors shall abide by requirements for safety management and provide operators with necessary protective equipment and devices. The construction management department, safety management department, and 6S management department shall confirm that protection requirements are fulfilled to warrant construction before it begins, inspect the process, and accept work upon completion.	The contractor may be ordered to stop work immediately in the event of a serious breach of safety and health regulations. Actions that may be taken for other non-conformities include mandated improvements by a given deadline and termination of contract.
11	Zero-accident cutting machines	Purchase of new automatic band saw	Automatic starts and stops are possible while cutting an object in order to ensure the safety of the operator.	The head of the user unit is required to restrict operation to designated personnel.
12	Labor safety protection	Embark on a series of safety knowledge trainings, set up a safety supervisor scheme, improve safety at the workshop. Establish a 3-tier safety education system and a supervisor safety and production accountability system.	All employees are to complete physical checkups for occupational diseases and health. A complete database of all employees' health records is to be established. All 3-tier safety training files are to be archived. Standards for carriage of labor supplies are to be specified. Occupational safety and health examinations are to take place on a yearly basis.	Apart from training on safety awareness, workplace safety and comfort is ensured through the workshop layout, improved ventilation and better natural/artificial lighting. Positions of employees are adjusted according to their physical condition.
13	Pollution Control (Water, Air, Sound)	Perform pollution control according to the requirements and standards of the environmental protection department. Invest in waste water treatment systems; applicable clean energy; equipment for desulfurization, denitrification, and dust removal for waste gas prior to emission; and sound-proof equipment.	The Company is continuing to make improvements on water, air and noise pollution.	Emission indicators are monitored online and linked to the network of the environmental protection department. Environmental factors are inspected on a yearly basis to ensure constant improvements. Wastewater is recycled and reused.

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14	Recycling and reuse	Improve the product yield, reduce waste generation, and strengthen 7S competitions and recycling of waste for reuse to reduce waste of resources, recycling, and reutilization	The product yield is to be discussed on a monthly basis. Recycling and reutilization of waste is to be managed. Utilization of residual heat should be continued. Reclaimed water is to be used for resource saving, and the outstanding 7S units are to be recognized.	The Company adheres strictly to environmental regulations during waste treatment for harm elimination, volume reduction and recycling. This effectively prevents any impact on the surrounding environment.
15	Energy conservation	To identify potential problems in energy use, we commissioned an external environmental technology company to audit our energy consumption. The Company also proposed and implemented clean production review.	A comprehensive management organization has been set up as part of our energy management system. A series of energy-saving and waste reduction schemes have been implemented and assessed.	Lighting, water, and electricity are being transformed. Kiln residual heat is recycled and re-utilized. Energy-saving electrical equipment is adopted. Reclaimed water is used again. The kilns are known for their high energy-saving performance. Energy-saving lights and water valves are used, and buildings such as dormitories and workshops are repaired. All of these are meant to promote energy conservation and consumption reduction, reduce the concentration of pollutants discharged, and realize effective overall emissions.